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ABSTRACT

This paper provides the results of a survey of 65 students at Cardinal Stritch College (Wisconsin), a Catholic liberal arts college, in regard to religious and moral values, and compares the results to data from a national survey of over 5,000 students at 68 Association of Catholic Colleges and Universities (ACCU) institutions. It also discusses efforts to measure the college's success in achieving its moral and religious goals. The survey found that Cardinal Stritch students, on average, agreed more forcefully than ACCU students overall that peacemaking is a requirement of faith, that their institution contributed to their knowledge of the Bible, that their institution contributed to their Catholic knowledge, and that they spent time in prayer and meditation. It also found that Cardinal Stritch students, on average, differed from ACCU students overall in feeling that individuals can do little to cause change and in reporting on required community or public service in their undergraduate program. Five appendixes present the results in tabular and statistical form, and include copies of the questions used in the ACCU survey. (MDM)

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Values assessment: how a liberal arts college distinguished its core values from the national norm

ARUM/MIDAIR 1995 Fall Conference

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Background: the College and Core Values

Cardinal Stritch College is a medium-sized Catholic liberal arts college sponsored by the Congregation of the Sisters of St. Francis of Assisi in Milwaukee, Wisconsin. This religious order is founded on the words and works of St. Francis, and the core values of the order influence core values of this College to a great extent.

With the publication of its Master Plan in 1988, the College affirmed and formalized as a priority "to promote the Franciscan tradition" and subsequently formed a Task Force on Franciscan Values and an Office of Institutional Effectiveness to discharge this obligation. The work of St. Francis has been summarized into these core values: creating a caring community, compassion, reverence for creation, and peacemaking (Task Force on Franciscan Values, 1990). As a practical matter, the values are given focus through the work of the Campus Ministry, consisting of 2.5 professional staff positions, exclusively clergy (although one member is not Catholic). This Ministry conducts a series of events to concretize these values and, in the judgment of this writer, leads the College in providing an atmosphere consistent with these values. One contemporary example of these events took place in the aftermath of the recent O.J. Simpson trial. The Ministry sponsored a lunch hour discussion, led by an African-American attorney, on the definition and role of "reasonable doubt" in the criminal justice system. During the same week, the Ministry, sponsored an evening fireside discussion of the case and its implications.

Assessment Program

In their text Assessing Institutional Effectiveness--Redirecting the Self-Study Process, Ewell and Lisensky (1988) describe Jack Krakower's four domains of institutional effectiveness. These four domains are management processes, goal achievement, organizational climate and environmental adaptation. Cardinal Stritch College has formally used these domains as the basis of its assessment program since Fall 1989.

One of the elements considered under the category of Goal Achievement is Attitude, which is measured in the context of the College mission. This mission requires the College to be responsible for fostering development and growth in the moral, spiritual, intellectual, cultural, emotional, social and physical development of students. Among the tools the College uses to assess this growth is the ACT Student Opinion Survey for students in its traditional undergraduate programs and a separate survey specifically for adult students in the Division of Business and Management.

Traditional undergraduate students complete the ACT Student Opinion Survey, which assesses level of satisfaction with college services and the college environment, at two points in their academic career: at the end of first semester, freshman year, and after applying for May graduation. Results are shared on a College-wide level and goals for improvement are incorporated in departmental goals.

From 1990-1993, the ACT Student Opinion Survey administered at the end of the students' program included a questionnaire focusing on the College's effectiveness in fulfilling its mission. These mission-related items consisted of 22 goal statements, and

students are asked to respond using a five-point Likert-type scale to rate the College's success in fulfilling these goals (Appendix E).

The responses to the twenty-two mission-related goals are reviewed annually by the Board of Trustees, administration, faculty and staff of the College. This assessment program was reviewed formally in the self-study written in preparation for the 10-year re-accreditation visit by representatives of the North Central Association of Colleges and Schools. Following this visitaton, the College's application for 10-year accreditation renewal was approved by NCA.

Responses to the 22 mission-related items from 1990-1993 indicated the graduates' perception of the College's ability to fulfill these mission-related goals, but comparative data were not available until 1994.

At the end of the academic year 1993-1994, the Association of Catholic Colleges and Universities (ACCU) coordinated a nationwide survey of seniors graduating from 68 member colleges. Colleges were given a choice of two survey instruments, and Cardinal Stritch College chose the College Student Survey (CSS), published by the Higher Education Research Institute at the University of California - Los Angeles. The ACCU survey included 20 items specific to Catholic colleges: nine multiple choice items and 11 items on a five-point Likert-type scale (Appendix D). Over 5000 students from ACCU colleges responded to the survey; 65 of whom were from this Cardinal Stritch College.

Methodology

Each college participating in the ACCU survey received a data file which allowed colleges to compare responses of their graduates to responses from the national sample.

A review of the results indicated that responses from students from this College differed from the responses of the national sample.

Chi-square analysis of the 1993-1994 results indicated consistency with the national sample on 12 items and significant differences from the national sample of Catholic Colleges on eight items (Appendix C). The following table indicates items on which Cardinal Stritch College graduates differed from the national sample. This table shows, response from Cardinal Stritch College students were significantly different from the national sample on eight of the 20 items. One example is the item Peacemaking is not an optional commitment, it is a requirement of our faith. Over 78 percent of Cardinal Stritch College students agreed or strongly agreed with this statement, compared to 62.5 percent of the national sample. Two other items offer a paradox: over 77 percent of Cardinal Stritch College respondents spend time in prayer or meditation on a daily or weekly basis, compared to 56 percent of the national sample; yet only 27.5 percent of Cardinal Stritch College attend church or religious services on a daily or weekly basis, compared to 39.3% of the national sample (see Appendices A-C)

Items consistent with the national sample	Items significantly different from the national sample
How often were you involved with volunteer service or social action activities during your undergraduate years?	How many of your undergraduate courses required some type of participation in community or public service?
In how many of your undergraduate courses have moral or ethical questions been considered?	During your undergraduate years, how often did you usually spend periods of time in private religious thought, prayer, or meditation?
As you plan for the next few years, what kind of church or religious involvement do you anticipate in your new setting?	During your undergraduate years, how often did you usually attend church or religious services?
As you plan for the next few years, what kind of service or social action involvement do you anticipate in your new setting?	In examining your total undergraduate experience and its influence on your thinking about faith and morals, which forces had the strongest influence?
Which of the following [social issues] do you think is the most pressing issue at the present time?	Peacemaking is not an optional commitment, it is a requirement of our faith.
I have been personally helped by faculty and staff members while in college to relate to my faith and contemporary moral issues.	Realistically, an individual can do very little to bring about changes in society.
Concern for community and cooperation needs to be emphasized in our society more than individual achievement and freedom.	How would you evaluate the contribution this college made to the growth of your knowledge about the Bible?
The Catholic identity of this college should be more widely integrated into course work and academic efforts.	How would you evaluate the contribution this college made to the growth of your knowledge about Catholic teachings and doctrine?
Living on welfare is more likely the result of a lack of personal initiative than of problems of society or the economy.	
My faith encourages charity to the poor more than challenges to social structures.	
Most people have a lot of control over what happens to them in life.	
It is the church's business to help believers form their consciences on the moral dimensions of economic decision-making, for example...	

Summary

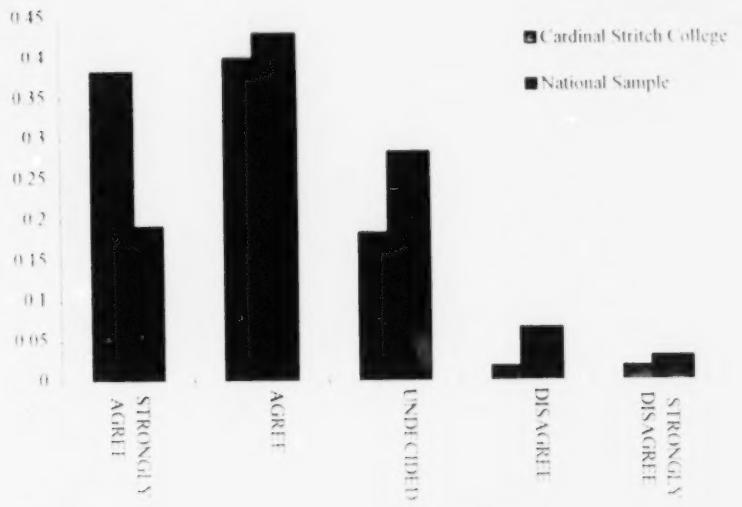
While the results of this survey have provided a starting point for discussion of this College's ability to measure its ability to impart its values to students, they leave many questions unanswered. Perhaps most troublesome is the open question of self-selection: Do students sympathetic to this value structure select themselves into this College? That discussion must await another day. For now, this study has led the writer to conclude that something measurable exists at this College, which sets it apart, and gives it a distinctive quality. The current working hypothesis is that this distinctive atmosphere is led by the campus ministry.

Appendix A:

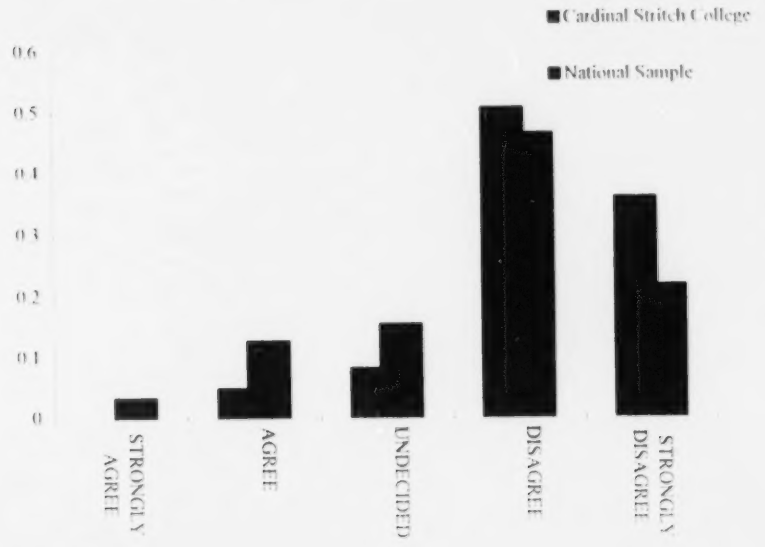
Graphical display of items upon which Cardinal Stritch College respondents differed from the National Sample

Graphs by Marcin Bolec

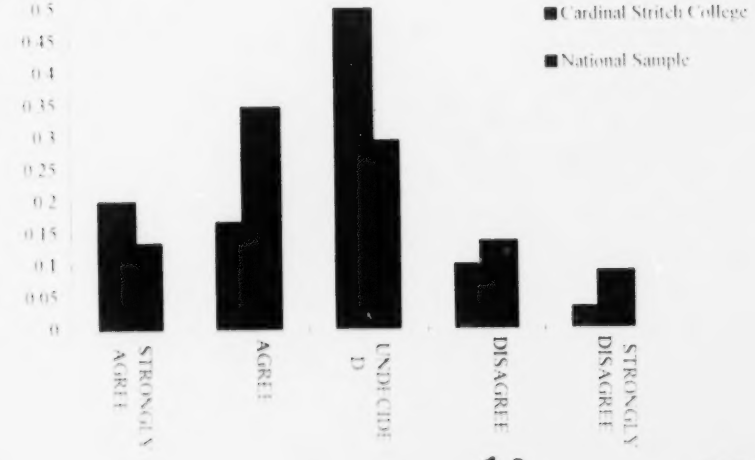
Peacemaking is requirement of our faith



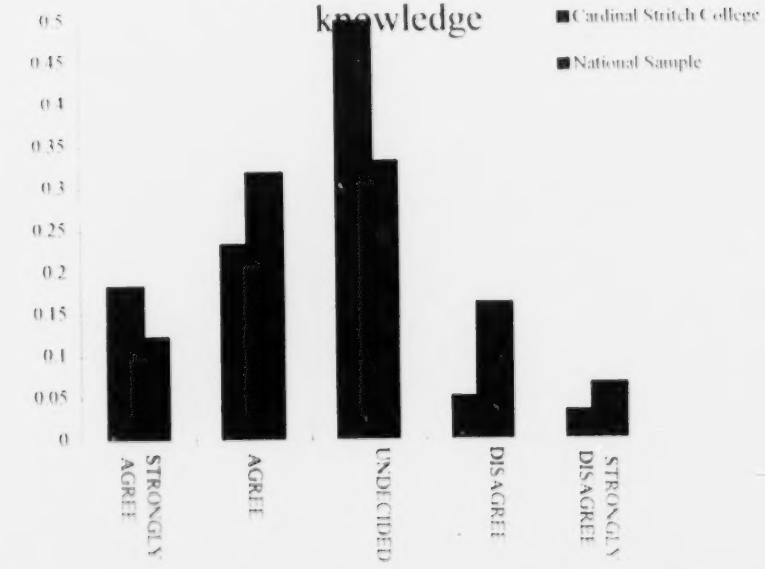
Individual can do little to cause change



College contributed to knowledge of Bible



College contributed to Catholic knowledge



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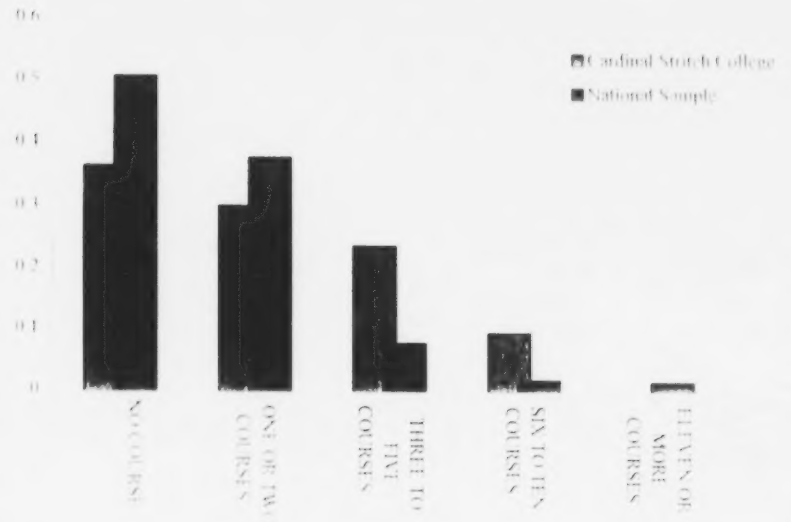
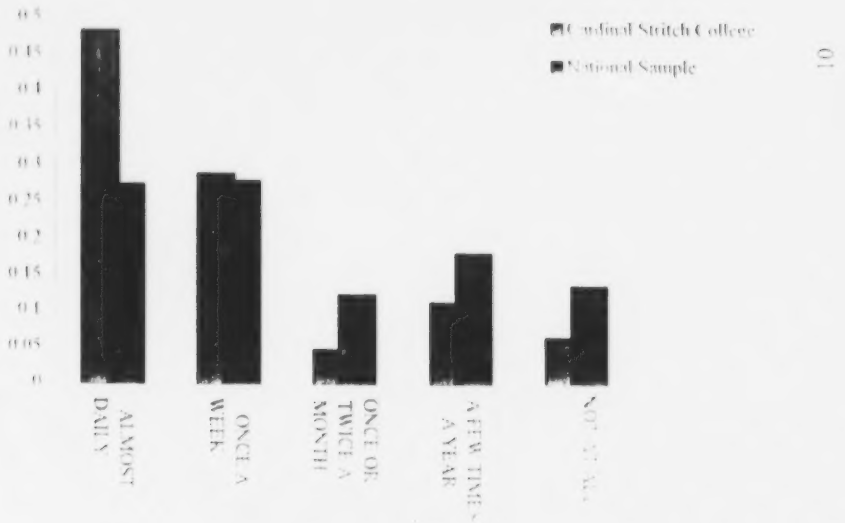
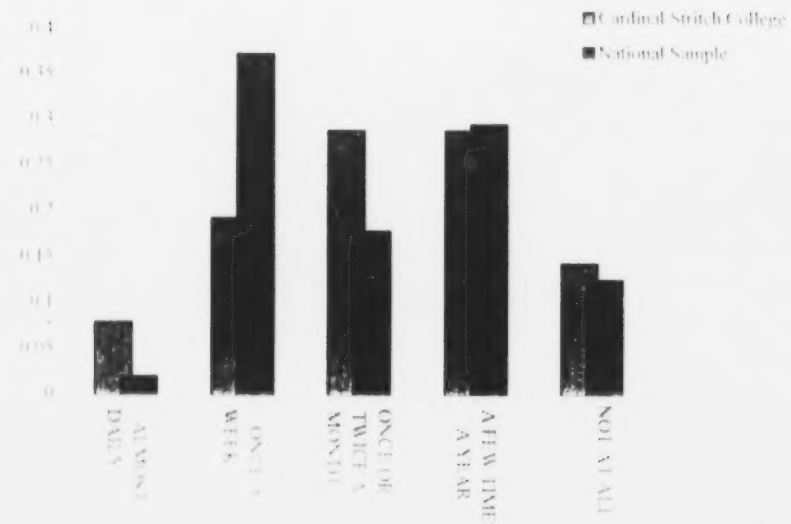
Required Community or Public Service



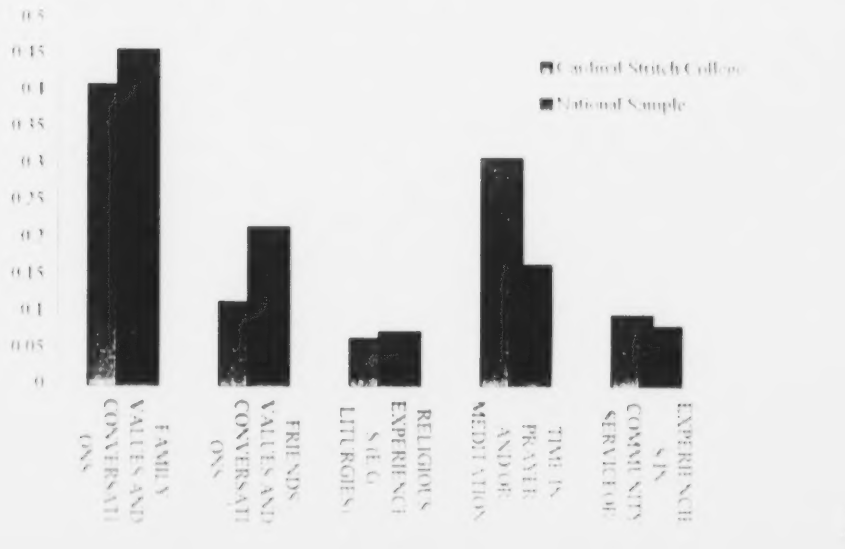
Spent time in prayer or meditation



Attended church or religious services



Which had strongest influence on faith

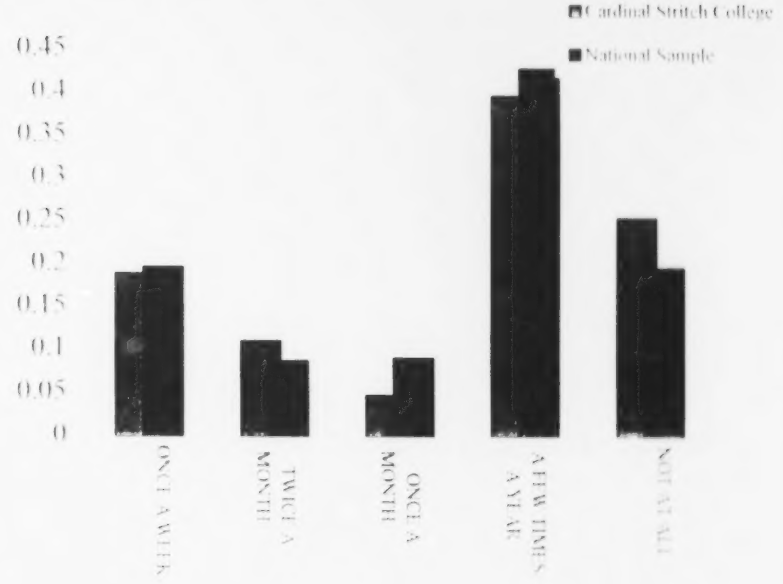


Appendix B:

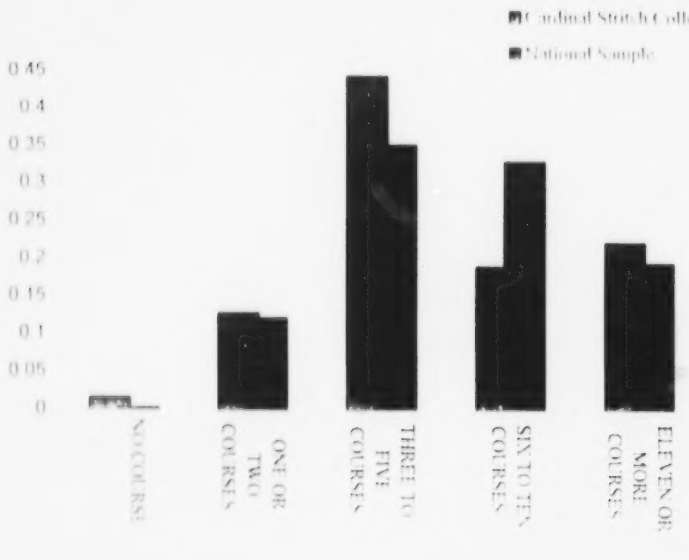
Graphical display of items upon which Cardinal Stritch College respondents were similar to the National Sample

Graphs by Marcin Bolec

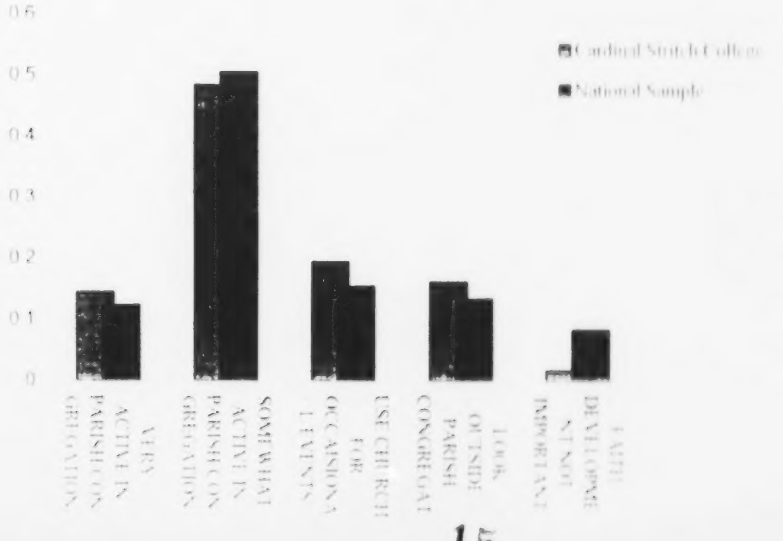
Involved with volunteer activities



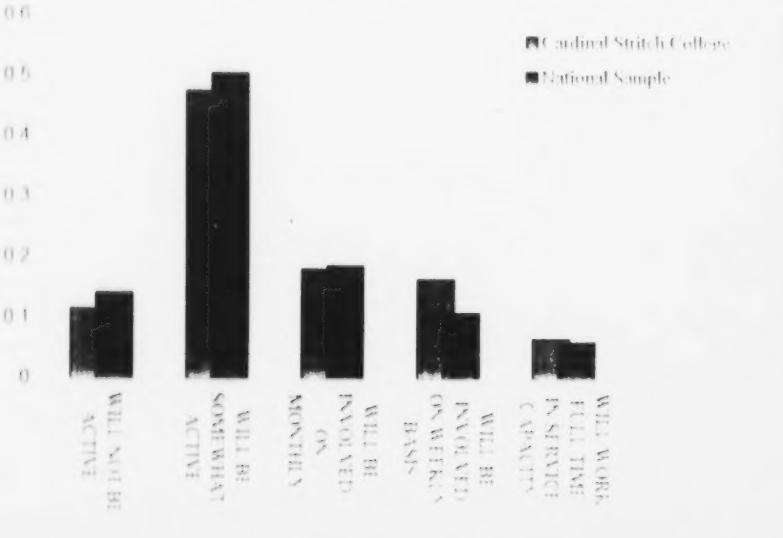
Moral/ethical questions considered



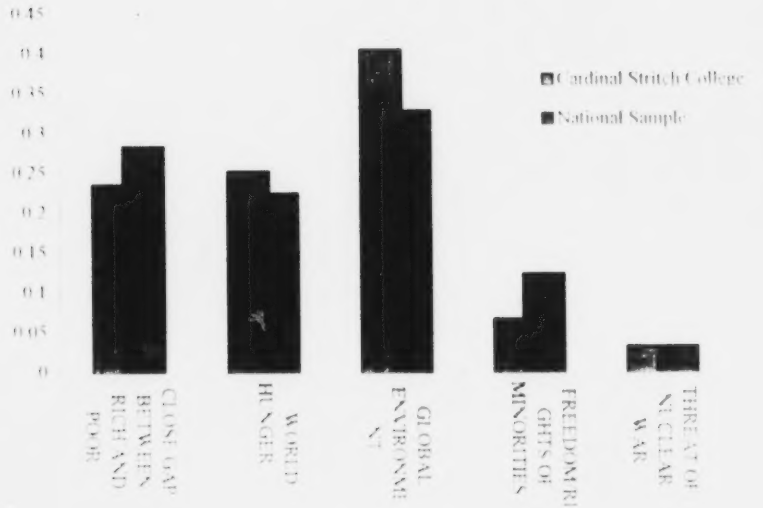
Type of future religious involvement



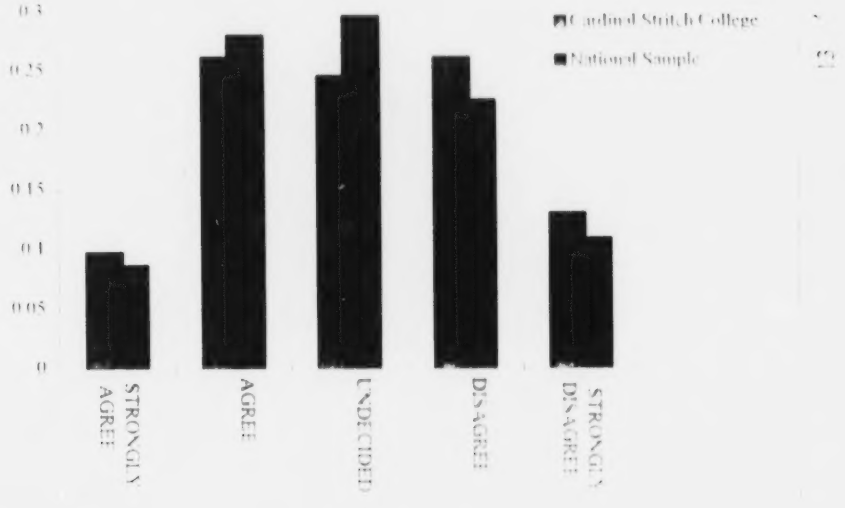
Future service or social action



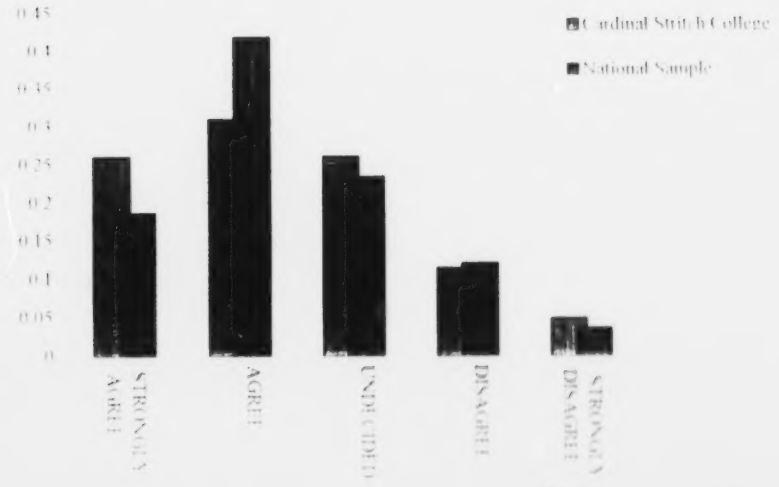
What is most pressing issue?



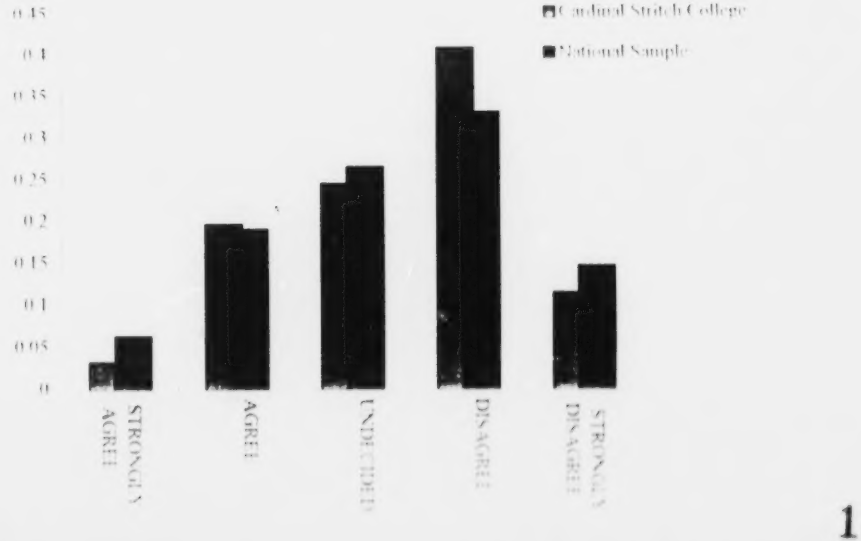
Helped by faculty/staff in faith issues



Emphasize community concern over achievement



Catholic identity should be in courses



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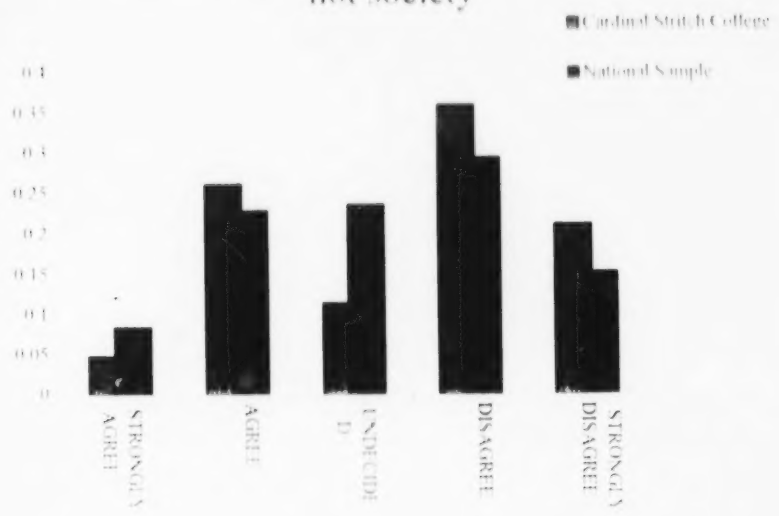
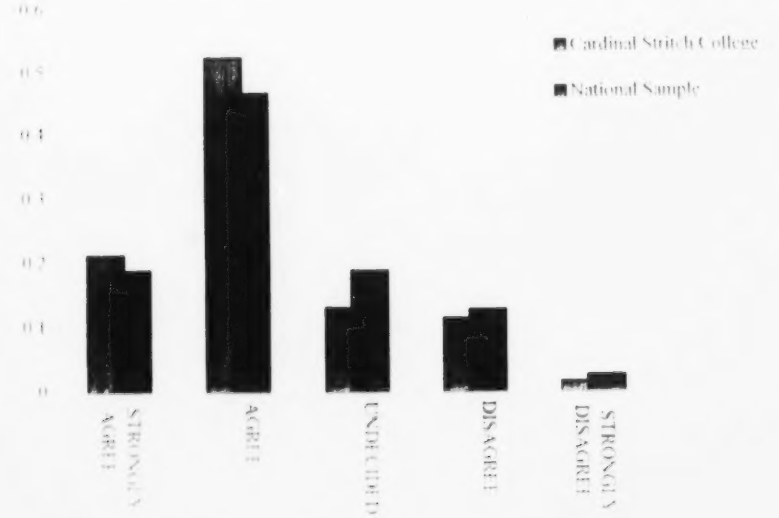
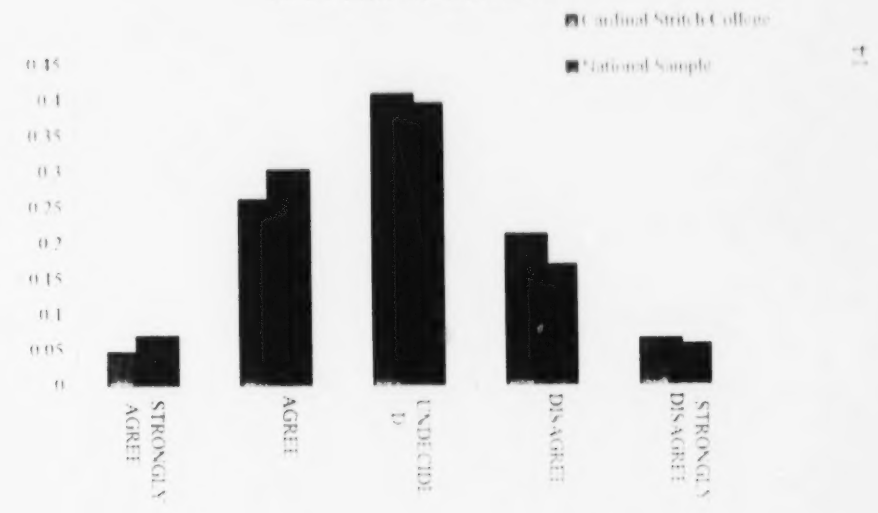
Welfare results from lack of initiative, not society



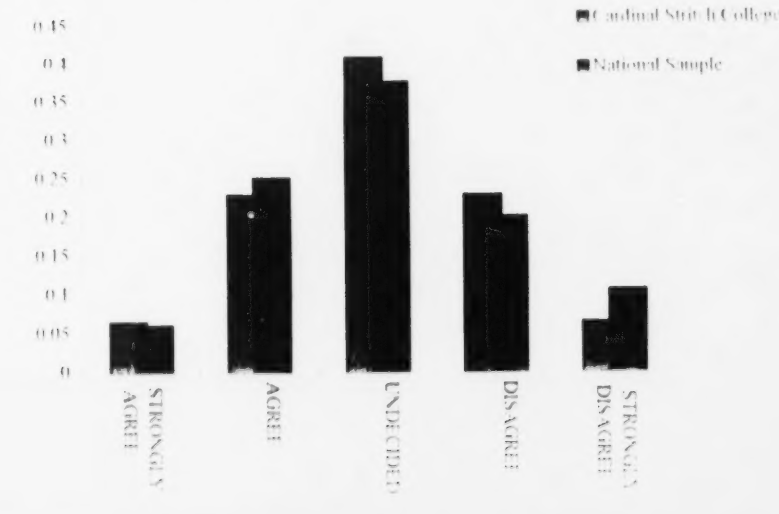
Most have a lot of control over life



Faith encourages charity over challenge to social structures



Church's business is to help form consciousness about economics



Appendix C:

Comparison of Results from ACCU Survey; Cardinal Stritch College and the National Sample with Chi-square probability

Appendix C

ACCU questions: Cardinal Stritch College and National Responses

	Cardinal Stritch College		National Responses		
	Total	Percent	Total	Percent	Chi-square Probability
INVOLVED WITH VOLUNTEER ACTIVITIES					
ONCE A WEEK	12	19.0%	612	19.7%	
TWICE A MONTH	7	11.1%	273	8.8%	
ONCE A MONTH	3	4.8%	278	9.0%	
A FEW TIMES A YEAR	25	39.7%	1326	42.8%	
NOT AT ALL	16	25.4%	610	19.7%	
					0.59
MORAL/ETHICAL QUESTIONS CONSIDERED					
NO COURSE	1	1.6%	12	0.4%	
ONE OR TWO COURSES	8	12.7%	373	12.1%	
THREE TO FIVE COURSES	28	44.4%	1093	35.3%	
SIX TO TEN COURSES	12	19.0%	1011	32.7%	
ELEVEN OR MORE COURSES	14	22.2%	604	19.5%	
					0.11
REQUIRED COMMUNITY OR PUBLIC SERVICE					
NO COURSE	23	36.5%	1566	50.6%	
ONE OR TWO COURSES	19	30.2%	1168	37.7%	
THREE TO FIVE COURSES	15	23.8%	253	8.2%	
SIX TO TEN COURSES	6	9.5%	62	2.0%	
ELEVEN OR MORE COURSES	0	0.0%	47	1.5%	
					0.00
SPENT TIME IN PRAYER OR MEDITATION					
ALMOST DAILY	30	48.4%	865	28.0%	
ONCE A WEEK	18	29.0%	867	28.0%	
ONCE OR TWICE A MONTH	3	4.8%	379	12.3%	
A FEW TIMES A YEAR	7	11.3%	560	18.1%	
NOT AT ALL	4	6.5%	420	13.6%	
					0.00
ATTENDED CHURCH OR RELIGIOUS SERVICES					
ALMOST DAILY	5	8.1%	69	2.2%	
ONCE A WEEK	12	19.4%	1148	37.1%	
ONCE OR TWICE A MONTH	18	29.0%	564	18.2%	
A FEW TIMES A YEAR	18	29.0%	917	29.6%	
NOT AT ALL	9	14.5%	395	12.8%	
					0.00

(continued)

Appendix C

ACCU questions: Cardinal Stritch College and National Responses (continued)

	Cardinal Stritch College		National Responses		
	Total	Percent	Total	Percent	Chi-square Probability
WHICH HAD STRONGEST INFLUENCE ON FAITH					
FAMILY VALUES AND CONVERSATIONS	25	41.0%	1394	45.7%	
FRIENDS' VALUES AND CONVERSATIONS	7	11.5%	655	21.5%	
RELIGIOUS EXPERIENCES (E.G. LITURGIES)	4	6.6%	229	7.5%	
TIME IN PRAYER AND/OR MEDITATION	19	31.1%	519	17.0%	
EXPERIENCIES IN COMMUNITY SERVICE OR ACTION	6	9.8%	255	8.4%	
					0.03
TYPE OF FUTURE RELIGIOUS INVOLVEMENT					
VERY ACTIVE IN PARISH/ CONGREGATION	9	14.5%	380	12.5%	
SOMEWHAT ACTIVE IN PARISH/ CONGREGATION	30	48.4%	1536	50.5%	
USE CHURCH FOR OCCAISIONAL EVENTS	12	19.4%	470	15.4%	
LOOK OUTSIDE PARISH/ CONGREGATION SETTING	10	16.1%	407	13.4%	
FAITH DEVELOPMENT NOT IMPORTANT TO ME	1	1.6%	250	8.2%	
					0.34
FUTURE SERVICE OR SOCIAL ACTION					
WILL NOT BE ACTIVE	7	11.5%	428	14.0%	
WILL BE SOMEWHAT ACTIV	29	47.5%	1537	50.3%	
WILL BE INVOLVED ON MONTHLY BASIS	11	18.0%	566	18.5%	
WILL BE INVOLVED ON WEEKLY BASIS	10	16.4%	336	11.0%	
WILL WORK FULL TIME IN SERVICE CAPACITY	4	6.6%	186	6.1%	
					0.79

(continued)

Appendix C

ACCU questions: Cardinal Stritch College and National Responses (continued)

	Cardinal Stritch College		National Responses		
	Total	Percent	Total	Percent	Chi-square Probability
WHAT IS MOST PRESSING ISSUE NOW					
CLOSE GAP BETWEEN RICH AND POOR	14	23.7%	846	28.4%	
WORLD HUNGER	15	25.4%	675	22.7%	
GLOBAL ENVIRONMENT	24	40.7%	989	33.2%	
FREEDOM/RIGHTS OF MINORITIES	4	6.8%	369	12.4%	
THREAT OF NUCLEAR WAR	2	3.4%	101	3.4%	
					0.61
HELPED BY FACULTY/STAFF IN FAITH ISSUES					
STRONGLY AGREE	6	9.8%	266	8.7%	
AGREE	16	26.2%	854	28.0%	
UNDECIDED	15	24.6%	901	29.6%	
DISAGREE	16	26.2%	690	22.6%	
STRONGLY DISAGREE	8	13.1%	336	11.0%	
					0.87
EMPHASIZE COMMUNITY CONCER OVER ACHIEVEMENT					
STRONGLY AGREE	16	26.2%	574	18.9%	
AGREE	19	31.1%	1267	41.8%	
UNDECIDED	16	26.2%	715	23.6%	
DISAGREE	7	11.5%	367	12.1%	
STRONGLY DISAGREE	3	4.9%	111	3.7%	
					0.43
CATHOLIC IDENTITY SHOULD BE IN COURSES					
STRONGLY AGREE	2	3.3%	191	6.3%	
AGREE	12	19.7%	581	19.1%	
UNDECIDED	15	24.6%	809	26.6%	
DISAGREE	25	41.0%	1015	33.4%	
STRONGLY DISAGREE	7	11.5%	445	14.6%	
					0.65
WELFARE RESULTS FROM LACK OF INITIATIVE, NOT SOCIETY					
STRONGLY AGREE	3	4.9%	256	8.4%	
AGREE	16	26.2%	698	23.0%	
UNDECIDED	7	11.5%	711	23.4%	
DISAGREE	22	36.1%	899	29.6%	
STRONGLY DISAGREE	13	21.3%	470	15.5%	
					0.13

(continued)

Appendix C

ACCU questions: Cardinal Stritch College and National Responses (continued)

	Cardinal Stritch College		National Responses		
	Total	Percent	Total	Percent	Chi-square Probability
FAITH ENCOURAGES CHARITY OVER CHALLENGE TO SOCIAL STRUCTURES					
STRONGLY AGREE	3	4.9%	215	7.1%	
AGREE	16	26.2%	916	30.3%	
UNDECIDED	25	41.0%	1200	39.7%	
DISAGREE	13	21.3%	517	17.1%	
STRONGLY DISAGREE	4	6.6%	177	5.9%	
					0.83
MOST HAVE A LOT OF CONTROL OVER LIFE					
STRONGLY AGREE	13	21.3%	574	18.9%	
AGREE	32	52.5%	1421	46.9%	
UNDECIDED	8	13.1%	568	18.7%	
DISAGREE	7	11.5%	388	12.8%	
STRONGLY DISAGREE	1	1.6%	79	2.6%	
					0.75
PEACEMAKING IS REQUIREMENT OF OUR FAITH					
STRONGLY AGREE	23	38.3%	589	19.5%	
AGREE	24	40.0%	1298	43.0%	
UNDECIDED	11	18.3%	849	28.1%	
DISAGREE	1	1.7%	194	6.4%	
STRONGLY DISAGREE	1	1.7%	89	2.9%	
					0.00
CHURCH'S BUSINESS IS TO HELP FORM CONSCIOUSNESS ABOUT ECONOMICS					
STRONGLY AGREE	4	6.6%	185	6.1%	
AGREE	14	23.0%	759	25.1%	
UNDECIDED	25	41.0%	1143	37.8%	
DISAGREE	14	23.0%	612	20.3%	
STRONGLY DISAGREE	4	6.6%	323	10.7%	
					0.83
INDIVIDUAL CAN DO LITTLE TO CAUSE CHANGE					
STRONGLY AGREE	0	0.0%	100	3.3%	
AGREE	3	4.9%	380	12.6%	
UNDECIDED	5	8.2%	464	15.3%	
DISAGREE	31	50.8%	1412	46.7%	
STRONGLY DISAGREE	22	36.1%	670	22.1%	
					0.01

(continued)

Appendix C

ACCU questions: Cardinal Stritch College and National Responses (continued)

	Cardinal Stritch College		National Responses		
	Total	Percent	Total	Percent	Chi-square Probability
COLLEGE CONTRIBUTED TO KNOWLEDGE OF BIBLE					
STRONGLY AGREE	12	20.0%	410	13.6%	
AGREE	10	16.7%	1038	34.3%	
UNDECIDED	30	50.0%	901	29.8%	
DISAGREE	6	10.0%	409	13.5%	
STRONGLY DISAGREE	2	3.3%	265	8.8%	
					0.00
COLLEGE CONTRIBUTED TO CATHOLIC KNOLWEDGE					
STRONGLY AGREE	11	18.3%	366	12.3%	
AGREE	14	23.3%	940	31.6%	
UNDECIDED	30	50.0%	995	33.5%	
DISAGREE	3	5.0%	475	16.0%	
STRONGLY DISAGREE	2	3.3%	194	6.5%	
					0.01

Appendix D:

Questions used in 1994 ACCU survey

1994 Senior Survey Additional Questions (30-49)

Please answer these questions by blackening the appropriate bubble on the last page of the College Student Survey scan sheet.

In some of the following statements, words like "church," "congregation," and "faith" are used. In responding to the statements, please substitute whatever words are most appropriate for your own religious preference or background.

30) How often were you involved with volunteer service or social action activities during your undergraduate years?

A USUALLY ONCE A WEEK
B TWICE A MONTH
C ONCE A MONTH
D A FEW TIMES A YEAR
E NOT AT ALL

31) In approximately how many of your undergraduate courses have moral and ethical questions been considered?

A IN NO COURSE
B ONE OR TWO COURSES
C THREE TO FIVE COURSES
D SIX TO TEN COURSES
E ELEVEN OR MORE COURSES

32) How many of your undergraduate courses required some type of participation in community or public service with regular academic assignments?

A NO COURSE
B ONE OR TWO COURSES
C THREE TO FIVE COURSES
D SIX TO TEN COURSES
E ELEVEN OR MORE COURSES

33) During your undergraduate years, how often did you usually spend periods of time in private religious thought, prayer or meditation?

A ALMOST DAILY
B ABOUT ONCE A WEEK
C ONCE OR TWICE A MONTH
D A FEW TIMES A YEAR
E NOT AT ALL

34) During your undergraduate years, how often did you usually attend church or religious services?

A ALMOST DAILY
B ABOUT ONCE A WEEK
C ONCE OR TWICE A MONTH
D A FEW TIMES A YEAR
E NOT AT ALL

35) In examining your total undergraduate experience and its influence on your thinking about faith and morals, which of the following has had the strongest influence?

A FAMILY VALUES AND CONVERSATIONS
B FRIENDS' VALUES AND CONVERSATIONS
C RELIGIOUS EXPERIENCES (LITURGIES, ECUMENICAL SERVICES ON CAMPUS, ETC.)
D TIME SPENT ALONE IN PRAYER AND/OR REFLECTION
E EXPERIENCES IN COMMUNITY SERVICE/SOCIAL ACTION

36) As you plan for the next few years, what kind of church or religious involvement do you anticipate in your new setting? Choose the response closest to your expectation:

A I WILL BECOME VERY ACTIVE IN A PARISH/CONGREGATION.

BEST COPY AVAILABLE

B I WILL BECOME SOMEWHAT ACTIVE IN A PARISH/CONGREGATION.
C I WILL USE CHURCH SERVICES FOR OCCASIONAL EVENTS (MARRIAGE, BAPTISM OF CHILDREN, ETC.)
D I WILL LOOK FOR FAITH DEVELOPMENT OUTSIDE OF A PARISH/CONGREGATION SETTING.
E FAITH DEVELOPMENT IS NOT IMPORTANT TO ME.

37) As you plan for the next few years, what kind of service or social action involvement do you anticipate in your new setting? Choose the response closest to your expectation:

A I WILL PROBABLY NOT BE ACTIVE.
B I WILL BE SOMEWHAT ACTIVE.
C I WILL INVOLVED ON A MONTHLY BASIS.
D I WILL INVOLVED ON A WEEKLY BASIS.
E I WILL WORK FULL-TIME IN A SERVICE OR SOCIAL ACTION CAPACITY.

38) Which of the following do you think is the most pressing issue at the present time?

A CLOSING THE ECONOMIC GAP BETWEEN THE RICH AND THE POOR
B PROBLEMS OF WORLD HUNGER
C GLOBAL ENVIRONMENT
D FREEDOM AND RIGHTS FOR MINORITIES
E THE THREAT OF NUCLEAR WAR

For questions 39 to 47, please indicate if you agree or disagree, using these categories:

A = strongly agree, B = agree, C = undecided, D = disagree, E = strongly disagree

39) I have been personally helped by faculty and staff members while in college to relate my faith to contemporary moral issues.

40) Concern for community and cooperation needs to be emphasized in our society more than individual achievement and freedom.

41) The Catholic identity of this college/university should be more widely integrated into course work and academic efforts.

42) Living on welfare is more likely the result of a lack of personal initiative than of problems of society or the economy.

43) My faith encourages charity to the poor more than challenges to social structures.

44) Most persons have a lot of control over what happens to them in life.

45) Peacemaking is not an optional commitment; it is a requirement of our faith.

46) It is the Church's business to help believers form their consciences on the moral dimensions of economic decision-making, for example, in areas such as unemployment, poverty, immigration policy, national spending priorities, etc.

47) Realistically, an individual can do very little to bring about changes in society.

For questions 48 and 49, please use these categories:

A=poor, B=fair, C=good, D=disagree, E=strongly disagree

48) How would you evaluate the contribution this college/university made to the growth of your knowledge about the Bible?

49) How would you evaluate the contribution this college/university made to the growth of your knowledge about Catholic teachings and doctrine?

THANK YOU

Appendix E:

Mission-related questions from the 1990-1993 Student Opinion Surveys

Mission-Related Questions for Student Opinion Survey

Using the rating scale listed below, please respond to the following questions on **page 4** of the questionnaire in the section entitled **"Section IV--Additional Questions."**

(A) strongly agree (B) agree (C) disagree (D) strongly disagree (E) no opinion

Cardinal Stritch College:

1. promotes Franciscan values
2. provides high quality academic programs
3. provides an excellent liberal arts background
4. encourages life-long learning
5. provides superior instruction
6. provides personal attention to each student
7. meaningfully integrates theory and practice in courses
8. addresses the needs of students
9. addresses the needs of society
10. prepares students for life
11. prepares students for professional careers
12. promotes the development of responsible persons
13. fosters moral development
14. fosters spiritual development
15. fosters intellectual development
16. fosters cultural development
17. fosters emotional development
18. fosters social development
19. fosters physical development
20. fosters commitment to religious principles
21. fosters aesthetic values
22. is a caring community

Sources

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